

Iowa Workforce Development Facts – FY '09

http://www.iowaworkforce.org/



General Information

Address: 1000 East Grand Avenue
Des Moines, IA 50319

Workforce Data (unless otherwise noted, information provided is at the end of FY '09)

# FT EEs: 820	# PT EEs: 7	# Temporary EEs: 34	Average Length of Service: 14.93
Span of Control: 11.27	% Performance Evaluations Completed: 94.76%	Total Unemployment Insurance Claims: N/A	

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	5	45-54	245	<25	0	45-54	28	# of Females:	542	# of Males:	278
25-34	87	55-64	312	25-34	3	55-64	21	% of WF:	66.10%	% of WF:	33.90%
35-44	131	65+	40	35-44	19	65+	2	Average Age:	50.53	Average Age:	51.32
Employee Average Age: 50.80				Supervisor Average Age: 50.00				Average Length of Service: 15.22		Average Length of Service: 14.37	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	133	# of African-American:	56	# of Non-minorities:	686
% of Workforce:	16.22%	# of Asian:	17	% of Workforce:	83.66%
Average Age:	47.94	# of American Indian:	12	Average Age:	51.36
Average Length of Service:	12.99	# of Hispanic or Latino:	48	Average Length of Service:	15.32

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	105	# of Persons With Non-Disabilities:	659
% of Workforce:	12.80%	% of Workforce:	80.37%
Average Age:	55.50	Average Age:	50.03
Average Length of Service:	18.54	Average Length of Service:	14.19

Officials/Administrators EEO Category 1: 76	Professionals EEO Category 2: 565	Technicians EEO Category 3: 39	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 139	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 1

Separation Rate: 5.42%	Hire Rate: 7.02%	Number Hires: 45	Transfer In: 12
Retirements: 27 (19 were SLIP)	All Terminations: 2	Voluntary Quits: 9	Transfer Out: 6

# of Classes Used: 79	Most Populous Classes: Workforce Advisor (286), Workforce Associate (49), Field Auditor (37)		
Separations - By Class:	Workforce Advisor (16), 5 classes with 2 incumbents each		
# Eligible for Retirement:	301 in next 5 years	% Eligible: 36.71%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '09)

Vacation Payouts: \$271,940.40	Sick Leave Payouts: \$46,664.92	Annual Payroll: \$44,570,670	Avg. Base Salary: \$53,706.74	Overtime Days Worked: 1,517.4
Overtime Cost: \$413,631.49	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$8,411.79	Vacation Pay - Earned Value: \$3,625,917.71	Vacation Days Earned: 16,959.2	Vacation Used Expense: \$3,235,628.55	Vacation Days Taken: 15,140.7
Workers' Comp Days Used: 128	Sick Leave Days Earned: 13,179.9	Reg. Sick Leave Used Expense: \$1,463,165.00	Reg. Sick Leave Days Used: 7,447.2	Converted Sick Leave To Vacation Days Used: 1,123.0
	Sick Leave -Earned Value: \$2,598,294.40		Avg. Sick Leave Days Per EE: 9.08	Converted Sick Leave To Vacation Used Expense: \$261,316.49
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 1	<u>Reclassifications</u> Up (Filled): 10 Up (Vacant): 0 Down (Filled): 5 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$39,644.80	<u>Grievances</u> Contract Grievances: 10 Disciplinary: 7 Language: 3 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$63,196.78	Funeral Days Used: 307.1	Extraordinary Pay: \$12,205.60		
Jury Leave Used Expense: \$7,430.63	Jury Leave Days Used: 34.1	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '09. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Underutilization [UU] and Gains/Losses)

Females: Begin of Year (FY '09) UU: 9	Minorities: Begin of Year (FY '09) UU: 2	PWD: Begin of Year (FY '09) UU: 0
Gains/Losses (FY '09): 8	Gains/Losses (FY '09): 0	Gains/Losses (FY '09): 0
End of Year (FY '09) UU: 1	End of Year (FY '09) UU: 2	End of Year (FY '09) UU: 0

Sources: AS400 Queries; "Just the Facts for FY09" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 2009